

Corporate wellbeing consultancy

COACHING BUSINESSES TO MANAGE WELLBEING



ABOUT US

We have over 15 years experience in designing and implementing some of the largest and most successful Occupational health and wellbeing programmes in the UK and Ireland.

Our occupational health audits and wellbeing consultancy expertise enables us to specialise in reducing absence, stress management and improving occupational health services.

We are occupational health audit specialists with practical experience...

Michael Fox , Manager, HR Operations, ESB Dublin 2014

"Wellbeing4business undertook a review of our internal Occupational Health function to independently assess our capability in this area and to make recommendations on areas to focus on to enhance the quality and value of this service. The team at Wellbeing4business were very professional and efficient in their approach and dealt with our team in a very courteous and respectful manner. The recommendations for enhancement to our Occupational Health activity were very comprehensive and insightful. These recommendations coupled with their general views on how we might grow our overall health and wellbeing services were very valuable to our company."

Gavin Wright, Human Resources at Hampshire County Council

"We engaged Wellbeing4business to undertake a fundamental review of our Occupational Health and Staff Counselling Services. He undertook this work in a highly professional and competent manner and quickly gained a strong level of confidence from those he worked with. The outcome of the review and subsequent actions have made a considerable and positive impact on the services and I have no hesitation in recommending Mark as a very experienced, competent and skilled consultant in his field."



CONSULTANCY SERVICES

We specialise in coaching organisations to manage employee wellbeing. Our consultancy has a reduce absence, improved care pathways, developed strategies and reduced spend in many public and private organisations.

Mental health audit

Stress risk assessment

Occupational health
audit

Website design
and build

Product devekopment

MENTAL HEALTH AUDIT

Mental health audits

Stress risk assessment

A comprehensive picture of organisational effectiveness in managing mental health. The review looks at the current business demographics and identifies the suitability of current interventions to ensure that the organisation is compliant with legislation and enables employees to perform optimally.

Information gathering:

- **Structured interviews** focus on strategy, policy, data, care pathways, intervention processes, programmes and services.
- **Employee perception interviews** give an insight on pressure, coping skills and awareness of care pathways and interventions
- **Data review** analyses key metrics associated with stress and mental health

A detailed report and strategy workshop enables the organisation to understand the current situation and create an action plan.

A typical audit takes 3-5 working days.

MENTAL HEALTH AUDIT

Mental health audits

Stress risk assessment

Module 1 – Strategic review

Provides background information and understanding on the current business. This will be invaluable in understanding roles, pressures and the working environment.

- * Business functions, type of and current issues
- * Vision in relation to employee wellbeing
- * Business and people demographics
- * Policy and strategies

Module 2 – Process review

Looks at how efficient and effective the processes are that are in place to manage issues such as long term absence, conflict and traumatic incidents.

- * The referral process (self referral and management referral)
- * Conflict resolution process
- * Absence process - frequent short term and long term absence
- * Trauma / critical incidents (including suicide)

Module 3 – Intervention review

Assesses whether the current interventions fit future needs. We will look at services such as EAP, mediation, bullying, counselling, training, proactive initiatives and self help information.

- * Services, promotion and pathways of interventions
- * Contract spend, account management and value
- * Integration of interventions and governance

Module 4 – Data review

The data review provides insights into mental health by reviewing key metrics that prove risk, track trends and assess the impact of interventions.

Module 5 – Strategy presentation

We will produce a full report detailing our findings and suggested strategy and present it to key stakeholders/champions within your organisation.

STRESS RISK ASSESSMENT

Stress risk assessment



StressHUB provides a consultancy service to design, implement and analyse stress risk assessments across identified sectors within your business.

We offer two options:

- a) an off the shelf assessment using standard questions (including HSE standards)
- b) design a bespoke stress risk questionnaire specifically for your business

STRESS RISK ASSESSMENT

Stress risk assessment

Home Risk assessment guidance Communication resources Articles Contact us

How to run a stress risk assessment across your organisation

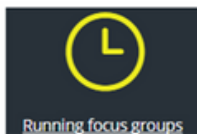
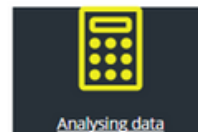
The following guidance notes should enable you to plan, communicate and deploy your stress risk assessment.

Pre - assessment considerations

- **Timing** - Whatever the chosen method of asking the questions, the timing of the audit is an important consideration. Aside from avoiding major holidays, festivals and other corporate survey initiatives, the timing of the audit should aim to be as close as possible to the pre-communication briefings. The smallest possible time lag will mean that the instrument reaches the recipients while they can still remember the answer to the question "what's in it for me?" Leave it too long and the feeling will be that all the hype did not amount to very much after all. A degree of survey fatigue is always likely to be a factor for consideration.
- **Manager Support** - Once the questionnaires are in the workplace it is vital that managers are seen to visibly support the process. This means that they must complete their own questionnaires and encourage others to do so. Managers have to do more than just appear to support the process - they need to invest their own time and demonstrate that they feel this is a valuable and important piece of work for the company. One of the best ways they can achieve this is to formally set time aside to allow employees to complete the questionnaire.
- **Allocating Work Time** - Whether there is a practical need to formally allocate time away from daily duties to attend a briefing session and subsequently complete the questionnaire will depend on the nature of the work being carried out. Whether it is practically necessary or not it is desirable to position the survey as a legitimate part of the working day and to advertise to employees that they should seek to complete it in company time. If the employee then prefers to complete it at home or in their own time then that is a decision for them.

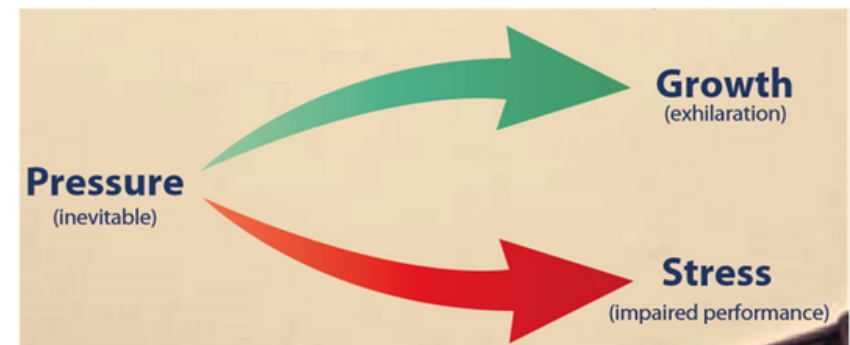
The highest response rates amongst survey populations that we have ever seen were achieved where line managers led the project and allocated specific times on particular days for each team to complete the questionnaire.

Click on each box for more information



The StressHUB portal provides resources on how to run assessments, templates for team and individual assessments and communication tools to help you launch assessments.

We achieve over 60% completion rates on average..



STRESS RISK ASSESSMENT

Stress risk assessment

StressHUB provides a series of articles and templates to help managers to:

- a) comply with legislation
- b) recognise and manage stress
- c) understand aspect such as the Equality Act
- d) manage difficult conversations
- e) conduct return to work interviews

The StressHUB portal provides templates for team and individual assessments, how to guides and checklists.

We can upload your business policies, forms and documents if you wish to provide bespoke information



The screenshot shows the StressHUB website interface. At the top is a dark red navigation bar with links: Home, Risk assessment guidance, Communication resources, Articles, and Contact us. Below the navigation bar is a large image of three business professionals in an office setting. Underneath the image is a dark grey section titled "How to assess stress in your team". This section contains introductory text, a list of ways to gather data, and a section titled "The team stress risk assessment form" with a bulleted list of instructions. To the right of this text is a yellow warning triangle icon with an exclamation mark, and below it, the text "Team risk assessment".

Home Risk assessment guidance Communication resources Articles Contact us

How to assess stress in your team

The following guidance notes should enable you to review the pressure and stress in your team.

There are a number of ways in which managers can assess whether there is a problem with stress in their teams. Managers can gather data in the following ways:

- Team discussion / Focus Groups
- Analysis of Appraisal Reports;
- Analysis of Sickness Absence Data;
- Analysis of staff turnover;
- Individual Stress risk questionnaires
- The Team Stress Risk Assessment Form- see below
- Asking informally at team meetings " what are 3 good things about the job and 3 bad things?"

The team stress risk assessment form

- You can give this questionnaire out as a survey and collate responses, or if your team is small, use it as a guide for asking questions with them in a team meeting.
- Conduct team discussions/ focus groups to explore any areas that seem to be higher risk (i.e. more negative than positive responses to the questions).
- When you have completed the stress risk assessment, develop an action plan with your team to address any areas of concern or high risk and review this on a regular basis

Team risk assessment

STRESS RISK ASSESSMENT

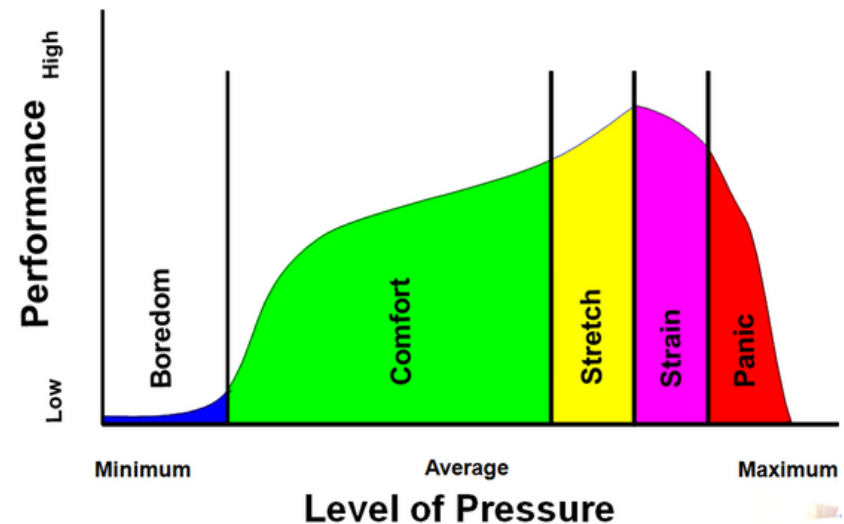
Stress risk assessment

StressHUB provides resources on resilience building:

- a) recognising pressure
- b) understanding resilience
- c) enhancing coping skills
- d) developing personal and team resilience

The StressHUB portal provides fact sheets, presentations and a 4 week resilience programme

We can upload your own training documents if you wish to provide bespoke information



OCCUPATIONAL HEALTH AUDIT

Occupational health
audits

We provide occupational health consultancy services to enable organisations to review, design and implement valued wellbeing initiatives for staff.

- Is your occupational health service fit for business?
- Does your EAP provide value for money?
- Do you need expert independent advice on your future wellbeing strategy?
- Our consultancy business provides independent expertise to answer all your questions.

We provide Occupational Health Audits and Consultancy services to enable an organization to review efficiency, effectiveness and value. Our audits have the following benefits including:

Gives a strategic picture of how the organization manages wellbeing
Provides an insight as to whether the current services are appropriate vs. need
Reviews spend, delivery, account management
Establishes the perceived value of current services
Answers procurement questions/supports tender development
Answers specific questions on aspects such as 'in house vs. outsource'

OCCUPATIONAL HEALTH AUDIT

Occupational health
audits

The audit process is modular and can be adapted to suit each client organisation's needs. An audit typically takes between two and fifteen days.

The strategic review will look at the following elements:

- Leadership/management of service
- Business functions, type and current issues
- Vision /future strategy
- Services – current deliverables/services/solutions
- Strategy and buy in – wellbeing strategy, mental health strategy and alignment with business issues/change
- Programme management – structure, knowledge, intervention planning, audit
- Contract spend, account management and value for purchased interventions
- Programme procurement and management
- Service integration
- Clinical governance
- Communication/brand/image/engagement
- Auditors will look at services such as OH, wellbeing, physiotherapy, counselling, training, proactive initiatives and self help information.
- Activity rates and outcomes by reviewing key metrics connected with the programme.
- At the end of the audit our consultant will produce a full report and present it to key champions.

WEBSITE DESIGN AND PRODUCT DEVELOPMENT

Website design
and build

Product development

We offer a workplace wellbeing website design service to build bespoke online wellbeing solutions

Are you looking for a workplace wellbeing website to promote your services?

Do you want to build an online wellbeing product e.g. health risk assessment?

Are you interested in developing wellbeing material and campaigns?

We have built solutions for major suppliers as well as both public and private sector clients.





**THANK YOU
FOR TAKING TIME TO
UNDERSTAND US**